

Consultants Update

COVID-19

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Discussion Topics

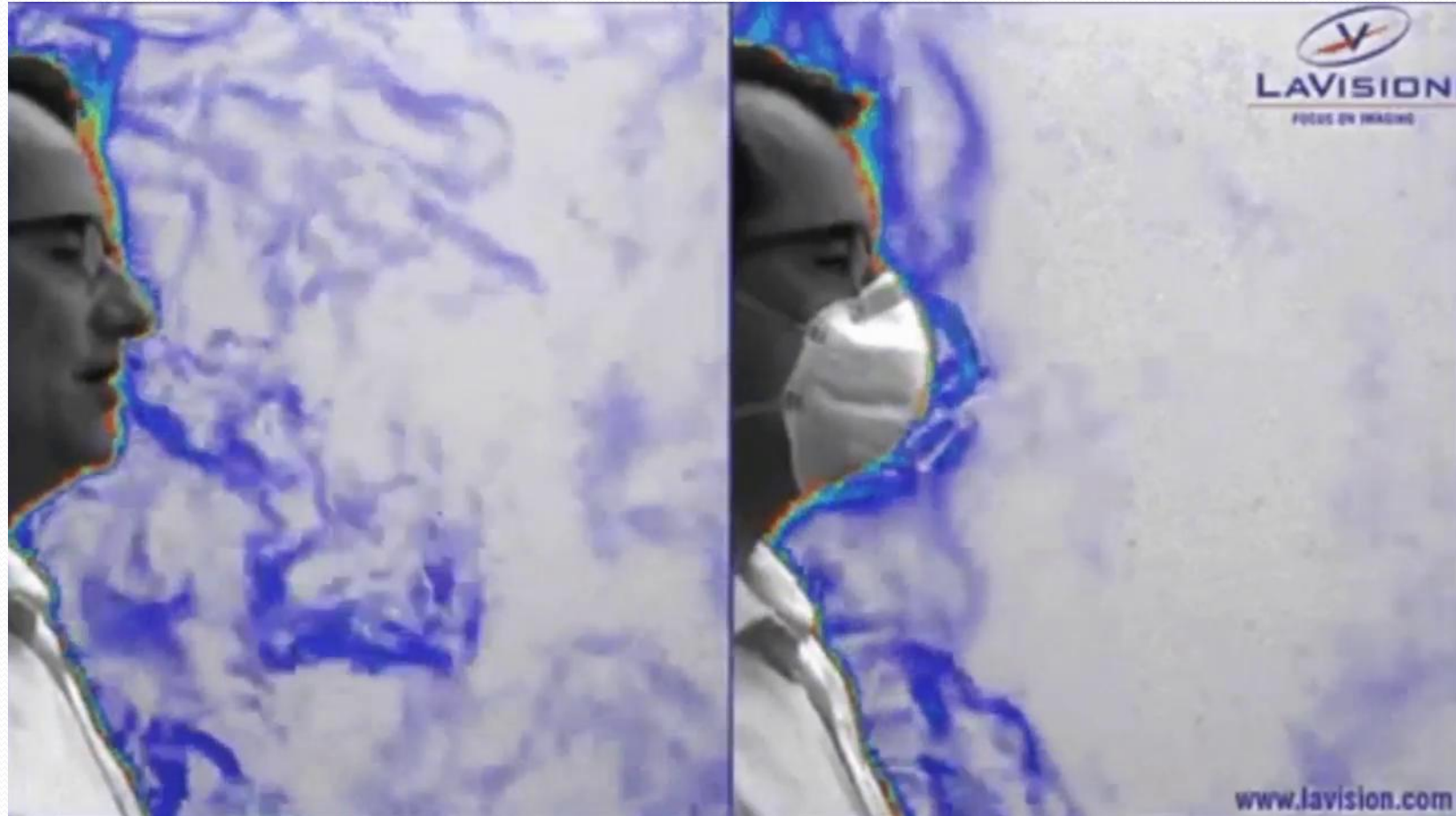
LET'S GET BACK TO WORK!

National Safety Council/CDC/OSHA

Recommendations:

- Cleaning & Sanitation Regimens
- Wash Hands frequently w/ Soap & H₂O or Sanitizer
- Avoid touching eyes, nose, mouth
- Avoid close contact w/ sick people
- Stay home when sick, see Dr to evaluate for COVID-19
- Employees should stay home until illness resolved
- Use Face Coverings
- Social Distance at least 6'

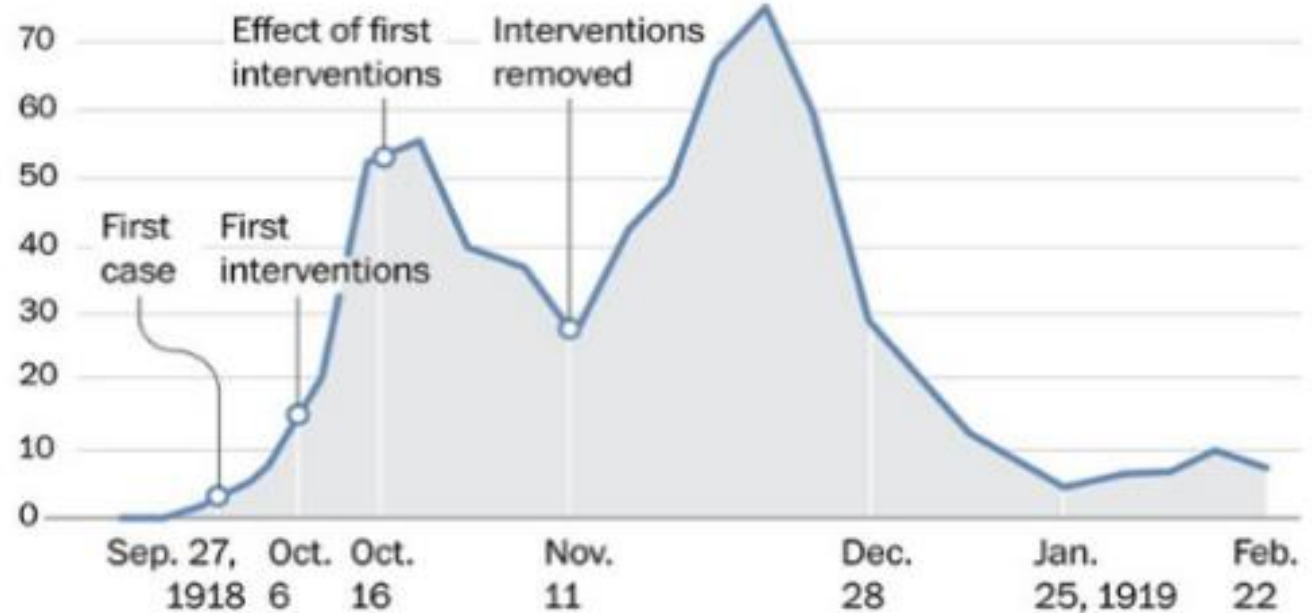
Face Coverings...Why??



Face Coverings...Why??

Denver's 'double-humped' curve in 1918

Data in excess of deaths* caused by the 1918 pandemic strain of influenza in Denver, per 100,000 population.



Opening Up America Again

Develop and implement appropriate policies, in accordance with Federal, State, and local regulations and guidance, and informed by industry best practices, regarding:

- ✓ Social distancing and protective equipment
- ✓ Temperature checks
- ✓ Sanitation
- ✓ Use and disinfection of common and high-traffic areas
- ✓ Business travel

Monitor workforce for indicative symptoms. Do not allow symptomatic people to physically return to work until cleared by a medical provider.

EEOC considerations:

- Monitor Temperatures and Keep Confidential
- Ask Health questions regarding any symptoms:
 - Fever/Chills/Cough/ Shortness of Breath/ Sore Throat
- May NOT ask Employee if they have a disability that would put them at risk
- The Employee MAY voluntarily disclose a condition/disability that would put them at risk
- May ask Employees for a Doctor's note for Fitness for Duty

KEEP INFORMATION CONFIDENTIAL!

Policy Considerations

Bringing back Employees:

- How will you implement return?
- Who will be in charge of policy/procedure?
- How will employees be trained on policy/procedures?
- How will you ensure Employee privacy protected?
- How will private information be gathered & stored?
- How will you ensure Confidentiality?

Essential Employees

Exposure!!!

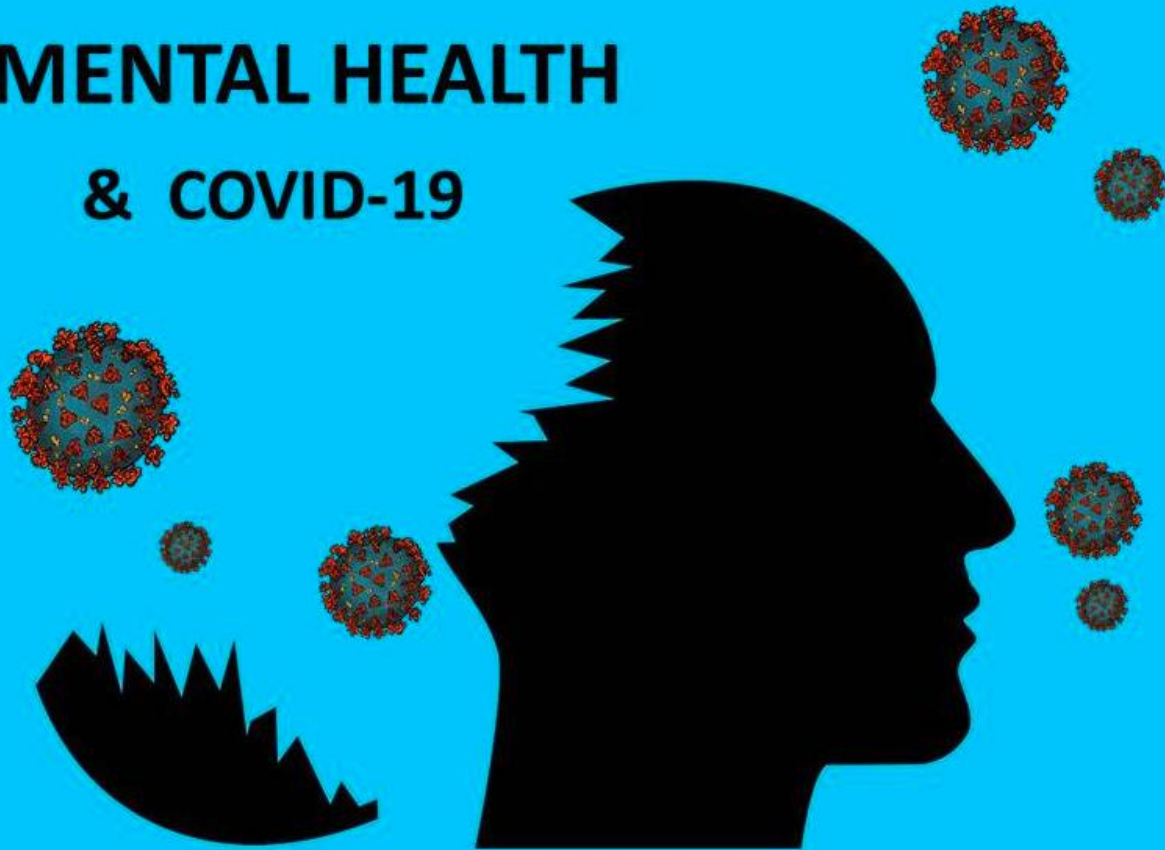
1. Pre-Screen
2. Regular Monitoring
3. Wear a Mask
4. Social Distance
5. Disinfect and Clean Work Spaces

If they display symptoms during shift:

- Send HOME!
- Clean and Disinfect work area
- Contact Trace for potential exposure

Mental Health

MENTAL HEALTH & COVID-19



What can a Leader do?



“What if, and I know this sounds kooky,
we communicated with the employees.”

Contact Info

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